



TRACKING TALENT: Newly Certified in Rhode Island

A report on the individuals certified for the first time during the 2013-14 and the 2014-15 school years.

What is this report about?

This report paints an annual picture of the individuals entering the education profession for the first time. The report focuses on the influx of newly certified individuals by sharing data that shows the roles these educators may play in RI schools. Data is broken down by specific certificate areas within the report. Certificate areas determine the student populations and content areas in which an educator may serve.

What data is included?

The report includes information about pathways to certification, popular certificate areas, and the RI employment status of those individuals newly certified in RI. Examples of individuals counted within this data include those who completed a preparation program, held an out-of-state certificate, and/or completed coursework outlined by RIDE through transcript analysis.

What should be done with this data?

The data within this report should be used by districts, educator preparation providers, and educators to better understand patterns and trends within the state regarding the supply of educators ready for employment in RI schools. By understanding the talent entering the profession alongside the needs of RI districts, future educators, hiring managers, and educator preparation providers can more easily plan ahead to meet the needs of RI students. When reviewing the information take note of whether or not the data point is representing certificates, individual people, or positions. The discussion protocol on page 2 is designed to encourage a careful read and conversation about this data.

Discussion Protocol

This data should be used by districts, educator preparation providers, and educators to better understand patterns and trends within the state regarding the supply of educators ready for employment in RI schools. Data should allow and facilitate reflection to inform short and long-term planning and actions. The hope is that this information will shed light on the reality of the educator workforce as well as hiring and preparation patterns. The report includes only two years of data.

Keep in mind that this information should serve as a conversation entry point. The protocol below is intended to spark conversation and reflection using RI data.

STEP 1: REVIEW THE REPORT. Read and mark up the text. Consider if there are other highlights that would add or if any information is surprising to you. Analysis is intentionally limited.

STEP 2: MEET WITH A COLLEAGUE TO DISCUSS KEY QUESTIONS AND YOUR REACTION. Key questions are listed below and should support inquiry, reflection, and action.

Did this information match your prior understanding of the newly certified educators in RI?

Was there any information that surprised you? If so, what was it and why did it surprise you?

What highlights would you add?

Was there anything that really stuck out as something to note within Tables 3-9? Would you adjust any of the highlights provided? If so, how and why would you adjust them?

What additional questions do you still have about this information?

Are you curious about the increase in early childhood educators getting jobs in RI? Do you want to know which state educators are entering from? Does this data make you think about your current teachers and their future plans?

How does this slice of data impact your current work?

Does it impact who you are working with? Does it impact how you are working or what you are focusing on? Does it impact what you should be thinking about for 5 years from now?

STEP 3: CREATE A PLAN ON HOW YOU MAY INCORPORATE THIS INFORMATION INTO YOUR WORK. Consider how this information could improve your current hiring, training, or strategic planning. Incorporate appropriate information into your actions.

STEP 4: PROVIDE FEEDBACK. Let RIDE know what was helpful within this data and what you want to learn more about. Email the Office of Educator Quality at egac@ride.ri.gov with your reactions.



Newly Certified

Pathways into the Profession

RI allows for an individual to enter the profession through a variety of routes or pathways¹. Requirements for each pathway vary, though all allow for an individual to become student or school-ready within the state and lead to certification. Table 1 shows the total number of certificates issued through each pathway².

Table1: PATHWAY	2013-14		2014-15	
RI Approved Program (incl. Degree, Non-degree and Alt. Route)	1091	55%	779	49%
Reciprocity	312	16%	243	15%
Transcript Analysis	486	25%	304	19%
Out-of-State Approved Program (incl. Degree and Non-Degree)	91	5%	59	4%
Preliminary (incl Temp. Initial, Emergency, 1YR CTE & Expert Residency)	3	0%	159	10%
RIDE Credential Review	0	0%	23	1%
Credential Review Consortium Institution (CRCI)	0	0%	7	0%
Totals	1,983	100%	1,574	100%

Types of Certificates

Most of RI's pathways lead to an Initial certificate. The Initial certificate is the first full certificate in RI's tiered certification structure³. Each type of certificate has unique renewal requirements and validity timeframes. Table 2 shows the total number of newly issued certificates by type.

Table2: CERTIFICATE TYPE	2013-14		2014-15	
Initial (Full)	1,370	69%	1,004	64%
Professional (Full)	257	13%	177	11%
Alternate Route (Preliminary)	49	2%	38	2%
Emergency (Preliminary)	160	8%	146	9%
Temporary Initial (Preliminary)	141	7%	169	11%
CTE (Preliminary)	6	0%	19	1%
Expert Residency (Preliminary)	NA	NA	21	1%
Totals	1,983	100%	1,574	100%

Highlight from Tables 1 and 2:

- RIDE issued 169 Temporary Initial Preliminary Certificates. This new certificate type, introduced in 2013, allows educators who completed an approved educator preparation program outside of RI or who were certified in another state to attain a preliminary certificate, pursue, and attain employment in RI while they take and pass RI certification assessments.

¹ For details about RI's pathway to certification, review information online at:

<http://www.ride.ri.gov/TeachersAdministrators/EducatorCertification/PathwaystoRICertification.aspx>.

² This report excludes analysis of substitute teacher permits though it merits noting that in 2013-14, 795 substitute permits were issued to individuals who did not hold any prior certificates in RI. In 2014-15, 586 substitute permits were issued to individuals who did not hold any prior certificates in RI.

³ For details about RI's tiered certification structure, review information online at: <http://www.ride.ri.gov/TeachersAdministrators/EducatorCertification.aspx>



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Each certificate allows for an educator to serve in a specific role (based on the area of their certificate(s)). The certificate area limits the content, student population, and grade range in which an educator may serve. Each area also has specific and unique requirements for issuance.

Tables 3-9 drill down to the certificate area. Tables include the number of certificates issued to individuals, the number of educators employed within 12 months, and a calculated percentage⁴. Highlights have been shared to draw attention to areas that saw a change worth noting.

Table 3: EARLY CHILDHOOD CERTIFICATE AREAS (Grades PK-2)	Newly Certified in 2013-14	Employed in 2014-15	Percent Employed in 2014-15	Newly Certified in 2014-15	Employed in 2015-16	Percent Employed in 2015-16
Early Childhood Bilingual And Dual Language Education Teacher, Grades PK-2 - Spanish	2	0	0%	4	0	0%
Early Childhood Education Teacher, Grades PK-2	131	22	17%	136	15	11%
Early Childhood English As A Second Language Education Teacher, Grades PK-2	11	5	45%	5	1	20%
Early Childhood Special Education Teacher, Birth Through Grade 2	19	9	47%	25	12	48%
Total	163	36	22%	170	28	16%

Highlight from Table 3:

- The percent employed in these certificates remained relatively consistent, with the exception of the Early Childhood ESL certificate.

Table 4: ELEMENTARY CERTIFICATE AREAS (Grades 1-6)	Newly Certified in 2013-14	Employed in 2014-15	Percent Employed in 2014-15	Newly Certified in 2014-15	Employed in 2015-16	Percent Employed in 2015-16
Elementary Bilingual And Dual Language Education Teacher, Grades 1-6 - Spanish	3	0	0%	5	0	0%
Elementary Education Teacher, Grades 1-6	404	74	18%	287	41	14%
Elementary English As A Second Language Education Teacher, Grades 1-6	52	19	37%	35	13	37%
Elementary Grades Special Education Teacher, Grades 1-6	NA	NA	NA	76	9	12%
Elementary/Middle Special Education Teacher, Grades K-8	195	34	17%	38	12	32%
Total	654	127	19%	441	75	17%

Highlight from Table 4:

- Elementary Education certificate is consistently the most frequently issued certificate.
- The Elementary ESL certificate has the best employment rate among the Elementary certificates.

⁴ Certificate areas that have been introduced due to changes in regulations effective January 2015 do not have any data reported for 2013-14 and are indicated by means of 'NA' in tables 3-9. Data included regarding 2015-16 employment is as of February 2016.



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Table 5: MIDDLE GRADES CERTIFICATE AREAS (Grades 5-8)	Newly Certified in 2013-14	Employed in 2014-15	Percent Employed in 2014-15	Newly Certified in 2014-15	Employed in 2015-16	Percent Employed in 2015-16
Middle Grades Bilingual And Dual Language Education Teacher, Grades 5-8 - Spanish	2	0	0%	0	0	0%
Middle Grades English As A Second Language Education Teacher, Grades 5-8	12	9	75%	12	6	50%
Middle Grades English Teacher, Grades 5-8	4	0	0%	4	0	0%
Middle Grades English Teacher, Grades 5-8 - Elementary Extension	6	1	17%	7	2	29%
Middle Grades English Teacher, Grades 5-8 - Secondary Extension	23	6	26%	22	4	18%
Middle Grades Mathematics Teacher, Grades 5-8	6	3	50%	5	2	40%
Middle Grades Mathematics Teacher, Grades 5-8 - Elementary Extension	18	6	33%	8	5	63%
Middle Grades Mathematics Teacher, Grades 5-8 - Secondary Extension	12	1	8%	6	4	67%
Middle Grades Science Teacher, Grades 5-8	5	0	0%	5	0	0%
Middle Grades Science Teacher, Grades 5-8 - Elementary Extension	9	4	44%	6	4	67%
Middle Grades Science Teacher, Grades 5-8 - Secondary Extension	15	7	47%	7	3	43%
Middle Grades Social Studies Teacher, Grades 5-8	1	0	0%	3	1	33%
Middle Grades Social Studies Teacher, Grades 5-8 - Elementary Extension	5	1	20%	2	0	0%
Middle Grades Social Studies Teacher, Grades 5-8 - Secondary Extension	16	2	13%	15	1	7%
Middle Grades World Language Teacher, Grades 5-8 - Elementary Extension - Spanish	1	0	0%	1	0	0%
Middle Grades World Language Teacher, Grades 5-8 - Portuguese	1	0	0%	0	0	0%
Middle Grades World Language Teacher, Grades 5-8 - Secondary Extension - French	2	0	0%	0	0	0%
Middle Grades World Language Teacher, Grades 5-8 - Secondary Extension - Italian	1	0	0%	0	0	0%
Middle Grades World Language Teacher, Grades 5-8 - Secondary Extension - Spanish	6	0	0%	0	0	0%
Middle/Secondary Special Education Teacher, Grades 7-12	55	24	44%	18	4	22%
Total	200	64	32%	121	36	30%

Highlight from Table 5:

- Secondary extensions for English and Social Studies are the most frequently issued certificates in this grade level.
- Mathematics and Science certificates, along with their Extensions, all enjoy the best employment rates.

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Table 6: SECONDARY GRADES CERTIFICATE AREAS (Grades 7-12)	Newly Certified in 2013-14	Employed in 2014-15	Percent Employed in 2014-15	Newly Certified in 2014-15	Employed in 2015-16	Percent Employed in 2015-16
Secondary Grades Agriculture Teacher, Grades 7-12	0	0	0%	1	1	100%
Secondary Grades Biology Teacher, Grades 7-12	45	10	22%	35	16	46%
Secondary Grades Business Education Teacher, Grades 7-12	6	2	33%	7	1	14%
Secondary Grades CTE Teacher, Grades 7-12	1	0	0%	0	0	0%
Secondary Grades CTE Teacher, Grades 7-12 - Air Conditioning And Refrigeration	1	0	0%	1	0	0%
Secondary Grades CTE Teacher, Grades 7-12 - Audiovisual Communications Technologies/Technicians	0	0	0%	1	0	0%
Secondary Grades CTE Teacher, Grades 7-12 - Auto Mechanics	1	0	0%	3	0	0%
Secondary Grades CTE Teacher, Grades 7-12 - Computer Technology	0	0	0%	1	0	0%
Secondary Grades CTE Teacher, Grades 7-12 - Cosmetology	2	0	0%	1	0	0%
Secondary Grades CTE Teacher, Grades 7-12 - Electrical Installation	1	0	0%	1	0	0%
Secondary Grades CTE Teacher, Grades 7-12 - Electronics Technology	2	0	0%	0	0	0%
Secondary Grades CTE Teacher, Grades 7-12 - Graphic Arts	1	0	0%	2	0	0%
Secondary Grades CTE Teacher, Grades 7-12 - Health Occupations	1	0	0%	1	0	0%
Secondary Grades CTE Teacher, Grades 7-12 - Marketing	NA	NA	NA	1	0	0%
Secondary Grades CTE Teacher, Grades 7-12 - Plumbing And Heating	1	0	0%	0	0	0%
Secondary Grades CTE Teacher, Grades 7-12 - Quantity Food Preparation	0	0	0%	1	0	0%
Secondary Grades Chemistry Teacher, Grades 7-12	16	5	31%	19	4	21%
Secondary Grades English As A Second Language Teacher, Grades 7-12	25	12	48%	11	5	45%
Secondary Grades English Teacher, Grades 7-12	94	25	27%	80	18	23%
Secondary Grades General Science Teacher, Grades 7-12	27	7	26%	25	11	44%
Secondary Grades Mathematics Teacher, Grades 7-12	51	27	53%	42	14	33%
Secondary Grades Physics Teacher, Grades 7-12	9	2	22%	9	0	0%
Secondary Grades Social Studies Teacher, Grades 7-12	70	22	31%	63	12	19%
Secondary Grades Special Education Teacher, Grades 7-12	NA	NA	NA	15	11	73%
Secondary Grades World Language Teacher, Grades 7-12 - Chinese	3	0	0%	0	0	0%
Secondary Grades World Language Teacher, Grades 7-12 - French	3	0	0%	3	0	0%
Secondary Grades World Language Teacher, Grades 7-12 - German	0	0	0%	1	0	0%
Secondary Grades World Language Teacher, Grades 7-12 - Italian	2	0	0%	0	0	0%
Secondary Grades World Language Teacher, Grades 7-12 - Latin	2	0	0%	0	0	0%
Secondary Grades World Language Teacher, Grades 7-12 - Spanish	16	0	0%	2	0	0%
Total	380	112	29%	326	93	29%

Highlights from Table 6:

- Secondary Grades English and Secondary Grades Social Studies are the most frequently issued certificates.
- Of all the secondary certificates, English and Secondary ESL demonstrate consistent employment rates.
- Due to regulation changes that went into effect in January 2015, the World Language certificate areas will transition to the All Grades World Language and are therefore reported in that section.

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Table 7: ALL GRADES CERTIFICATE AREAS (Grades PK-12)	Newly Certified in 2013-14	Employed in 2014-15	Percent Employed in 2014-15	Newly Certified in 2014-15	Employed in 2015-16	Percent Employed in 2015-16
All Grades Adapted Physical Education Teacher, Grades PK-12	29	1	3%	9	1	11%
All Grades Art Teacher, Grades PK-12	17	2	12%	19	8	42%
All Grades English As A Second Language Education Teacher, Grades PK-12	2	0	0%	NA	NA	NA
All Grades English As A Second Language Specialist, Grades PK-12	9	4	44%	8	1	13%
All Grades Family And Consumer Science Teacher, Grades PK-12	0	0	0%	1	0	0%
All Grades Health Teacher, Grades PK-12	36	0	0%	22	3	14%
All Grades Library Media Teacher, Grades PK-12	16	8	50%	16	10	63%
All Grades Music Teacher, Grades PK-12	24	9	38%	25	11	44%
All Grades Physical Education Teacher, Grades PK-12	35	11	31%	23	6	26%
All Grades School Nurse Teacher Substitute, Grades PK-12	29	3	10%	22	3	14%
All Grades School Nurse Teacher, Grades PK-12	17	10	59%	19	14	74%
All Grades Special Education - Deaf And Hard Of Hearing Teacher PK-12	0	0	0%	1	0	0%
All Grades Special Education - Severe Intellectual Disability Teacher	30	5	17%	35	4	11%
All Grades Special Education - Visually Impaired Teacher PK-12	2	0	0%	1	0	0%
All Grades Technology Education Teacher, Grades PK-12	3	1	33%	5	4	80%
All Grades Theatre Teacher, Grades PK-12	2	0	0%	2	0	0%
All Grades World Language Teacher, Grades PK-12 - Chinese	NA	NA	NA	3	0	0%
All Grades World Language Teacher, Grades PK-12 - French	NA	NA	NA	7	0	0%
All Grades World Language Teacher, Grades PK-12 - German	NA	NA	NA	2	0	0%
All Grades World Language Teacher, Grades PK-12 - Italian	NA	NA	NA	3	0	0%
All Grades World Language Teacher, Grades PK-12 - Latin	NA	NA	NA	2	0	0%
All Grades World Language Teacher, Grades PK-12 - Portuguese	NA	NA	NA	2	0	0%
All Grades World Language Teacher, Grades PK-12 - Spanish	NA	NA	NA	9	0	0%
Total	251	54	22%	236	65	28%

Highlight from Table 7:

- The Severe Intellectual Disability (Special Education) is the most frequently issued certificate.
- Technology Education and School Nurse Teacher certificates have shown major gains in employment rates.

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Table 8: SUPPORT PROFESSIONAL CERTIFICATE AREAS	Newly Certified in 2013-14	Employed in 2014-15	Percent Employed in 2014-15	Newly Certified in 2014-15	Employed in 2015-16	Percent Employed in 2015-16
ESL Specialist/Consultant, Grades PK-12	NA	NA	NA	4	2	50%
Reading Specialist/Consultant	43	15	35%	32	8	25%
School Counselor	46	6	13%	31	4	13%
School Psychologist	17	5	29%	13	3	23%
School Social Worker	25	13	52%	36	19	53%
Speech And Language Pathologist	24	9	38%	26	13	50%
Total	155	48	31%	142	49	35%

Table 9: ADMINISTRATIVE CERTIFICATE AREAS	Newly Certified in 2013-14	Employed in 2014-15	Percent Employed in 2014-15	Newly Certified in 2014-15	Employed in 2015-16	Percent Employed in 2015-16
Administrator Of Curriculum And Instruction	14	1	7%	8	0	0%
Administrator Of Special Education	62	6	10%	34	6	18%
Building Level Administrator PK-12	82	32	39%	69	21	30%
District Level Administrator - Curriculum, Instruction And Assessment	10	0	0%	9	1	11%
District Level Administrator - Special Education	7	0	0%	7	0	0%
School Business Administrator	5	0	0%	16	6	38%
Superintendent Of Schools	30	6	20%	17	0	0%
Administrator Of Curriculum And Instruction	14	1	7%	8	0	0%
Total	210	45	21%	160	34	21%

Highlight from Tables 8 and 9:

- Among the Support Professional certificate areas (table 8), Speech and Language Pathologists have shown an uptick in the employment rates.
- Among the Administrative Certificate areas (table 9), Building level Administrators consistently have the best employment rates.